



PERS-43
Rotary Detailer Brief
Feb 2024 Update



Agenda



- **PERS-43**
 - Mission
 - Organization
- **Career Path**
 - Overview
 - Detailing Process
 - Grad Ed
 - AVIP/AVB
- **Selection Boards**
 - Promotion v. Milestone
 - Board Process

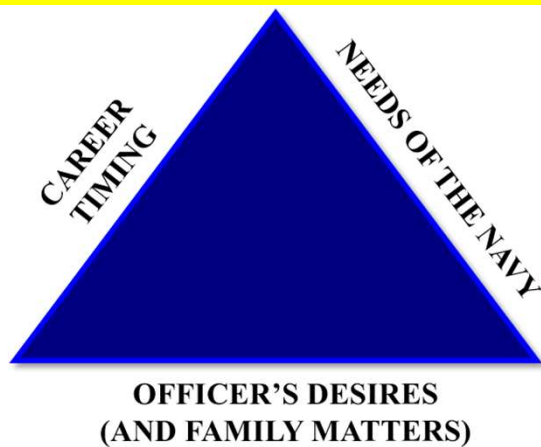


PERS-43 Mission



- Career Management
- Match talent to task
- Ensure constituents prepared for next milestone assignment
- Respond to fleet needs
- Facilitate Aviation Admin Boards

DETAILING TRIAD



Building Strong Careers is our Job!

PERS-43 Organization



Serving Over 14,000 Officers

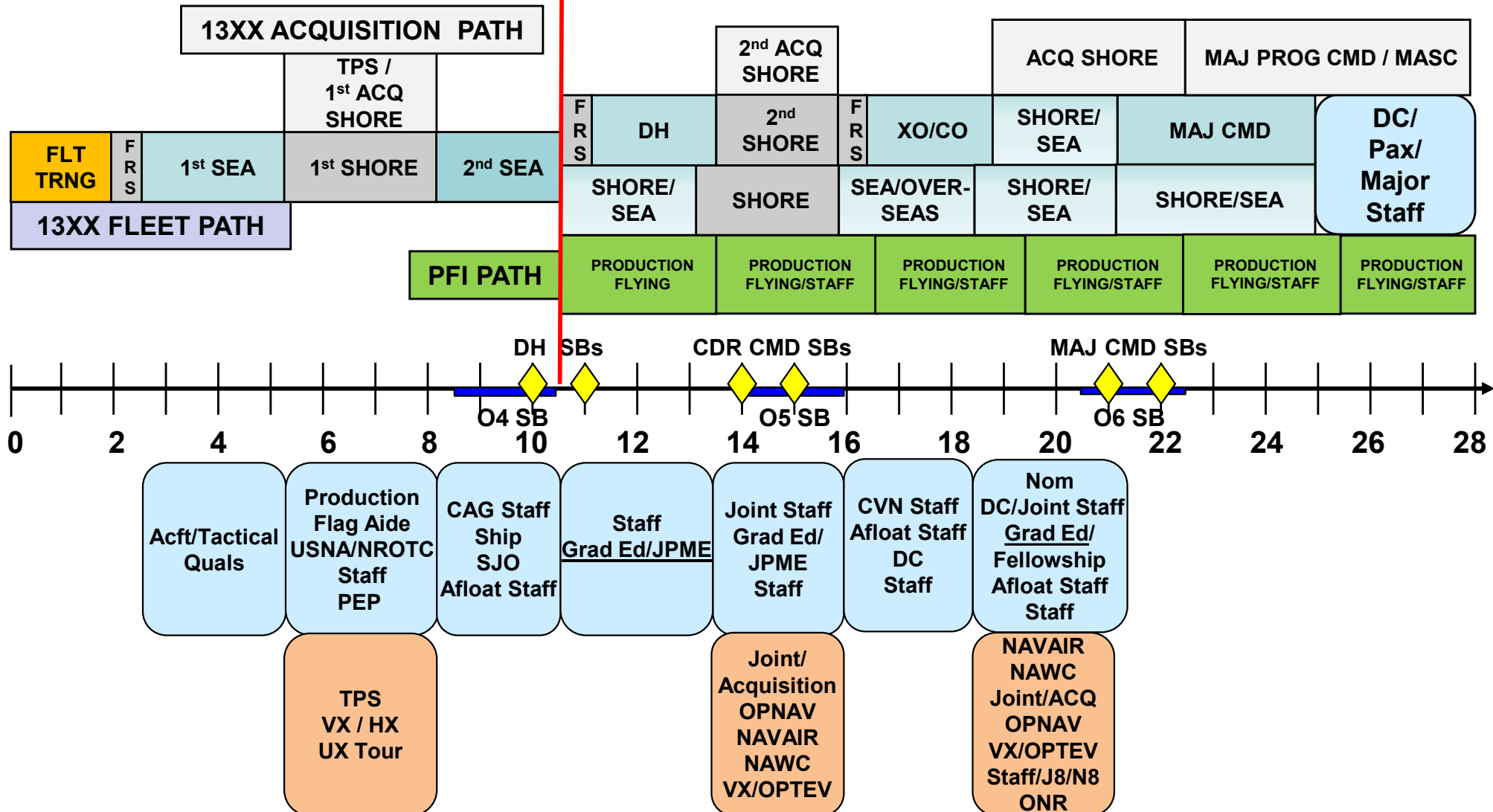


Next: JO Detailing

Aviation Career Paths



Warfare Area Focus



Detailing 101



Junior Officer Triad of Detailing



Senior Officer Triad of Detailing



- **12 – 13 months out**
 - » *Communicate desires to Detailer*
- **9 – 12 months out**
 - » *Explore available options*
- **6 – 9 months out**
 - » *Make decision, work timing*
- **2 – 6 months out**
 - » *Receive orders*
- *Timelines get shorter as you get more senior*
- *Options/timing change depending on job you seek, promotion potential, family prefs*

Detailing Process



- **JO Detailing / DH Detailing**

- Community Slates
- Individual Orders
- CO inputs via Placement Officer
- Community Jobs

- **CO Detailing**

- Individual Orders
- Community Slates
- ISIC inputs via CDR Detailer / CAG
- Community Jobs





First Shore SEL Round



- **4 Selection rounds/year**
 - XX-1 (Oct, Nov, Dec PRDs) – Kicks off in April
 - XX-2 (Jan, Feb, Mar PRDs) - Kicks off in July
 - XX-3 (Apr, May, Jun PRDs) - Kicks off in October
 - XX-4 (Jul, Aug, Sep PRDs) - Kicks off in January
- **Confirm rollers, Final chance for PRD adjustments**
- **Submit selection package via XO**
 - Preference Sheet
 - Command Input Sheet
- **Fill out every option in the order your want them**
- **Gaining command inputs (FRS/WWS/NAWDC), current command inputs and your inputs are considered in the slate**



First Shore SEL Round



- **Production jobs take priority over all others**
 - A higher ranked individual can go non-production/flying if there are enough qualified individuals to fill those spots
- **Strength of record and preferences drive slating**
 - Can be extremely competitive
- **No “Alternate Slate”**
 - Slate release constitutes orders assignment
 - If you turn down flying orders, this will result in orders to NAE valued or priority fill job
- **Orders processing is time consuming**
 - Gaining placement pushes your Officer Record Brief (ORB) to gaining command after slating, orders held until they accept you



Preference Sheet



RANK	NAME (LAST FIRST)	CALLSIGN	SQUADRON	PRD (YYMM)	FRS (West)	FRS (East)	WWS (West)	WWS (East)	NAWDC	VT (Milton)	VT (Corpus)	VT (Vance)	VT (Pensacola)	HT	SAR Lemoore	SAR Key West	SAR Whidbey	NASC - Pensacola, FL	CHSCWL (HSC Only)	NWW - Portsmouth, VA	ONI - Suitland, MD	ATG - Pearl Harbor, HI	NROTC U Virginia	NROTC U Florida	USNA	Notes



Command Inputs



DOE JOHN				BINGO HAS MY STRONGEST POSSIBLE RECOMMENDATION FOR DETAILING TO WEAPON’S SCHOOL INSTRUCTOR DUTY! HSM-XX 2023 TACTICIAN OF THE YEAR!
CALLSIGN	BINGO			
SQDN	HSM-XX			
COLO	Y			
EFM	N			
Command Remarks:				
HBO / SG	#1EP	30		
GROUND JOB 1 / 2	DET MO	AOPS		
WTI / FRS RECOMMENDATION	Y	Y		
TOTAL HRS / PROJ	1000	1100		
H-60 HRS / PROJ	900	1000		
HAC HRS / PROJ	700	800		
NVD HRS / PROJ	250	300		
2K2 HRS / PROJ	15	20		
SHIP LANDINGS / PROJ	300	325		
QUAL 1 / 2 / 3	HSM L3	ANI	NIE	
QUAL 4 / 5 / 6	NSI	HSM L3	CRM-F	
QUAL 7 / 8 / 9	0	0	0	
EXP 1 TYPE / DESC / DAYS	H2P DEP	WESTPAC 21/22 CVW2/CVN70/DDG90/C7F	300	
EXP 2 TYPE / DESC / DAYS	H2P EXER	SUMMEREX/EXP/CG57/HIOPAREA	45	
EXP 3 TYPE / DESC / DAYS	HAC DEP	WORKUPS & WESTPAC 23/24 CVW2/CVN70/CG59/C3F/C7F	200	
EXP 4 TYPE / DESC / DAYS	HAC EXER	RIMPAC CVW2/CVN70/HIOPAREA	60	



1st Shore Tour Length



- **Shore Duty Orders**
 - “Shore tour orders are written for 36 months vice 30 to comply with DODI 1315.18. PERS-4 has the authority to detach an officer prior to completion of the 36 month tour for assignment to a career milestone tour or assignment to oversea or sea duty.”
- **PERS-43 policy is for 30-month first shore tours**
 - 33 months for WTIs to account for the WTI course
- **PRD Adjustments > +3 require waiver request to PERS-43**



Pointers



- **Communicate preferences to your CO/XO and detailer**
 - If you are interested in something specific, communicate that BEFORE your Selection Round kicks off. Job list is FINAL.
- **Be honest with your preferences – there is no right or wrong order, if you have questions ask**
 - Production squadrons don't see your preferences
- **Don't plan in a bubble, ask your friends/mentors about their shore tour experience**
- **Perform!**
 - Your strength of record is important (HW breakout, ground jobs, quals, flights hours, deployment experience, etc. matter)
 - Job availability may be out of your control



Test Pilot School



- 11-month intensive training syllabus to go from tactically and aeronautically accomplished aviator to a Developmental Test Pilot and Project Officer
 - ~120 flight hours, ~530 academic hours
- Opportunity to fly 10+ TMS during course
- Follow-on duty to HX-21 or UX-24
 - VX-1: Operational Test (OT), not DT
- Graduate education partnerships



Test Pilot School



- Apply as senior JO with HW in hand or projected breakout before required EDD for pre-arrival training
- HSM/HSC – VERY COMPETITIVE
 - *Can apply multiple times*
- Career timing is a factor – Test Squadrons/PMAs want ROI >24 months required, ~36 months desired.
 - DH Board timing drives timing backstop





*Next: Second Sea Duty
Detailing*



Second Sea Duty



- Increasingly important for O4 / DH board
 - Very low selection rates for non-traditional disassociated sea duty
- Limited flying opportunities for DH non-select / DPM
 - Expect to alternate between ship's company sea duty and staff shore duty until retirement
- Ship's company or Flag Aide are the proven path back to a flying job



Detailing Process



- 12 months out
 - Initial e-mail (update NSIPS & NFAAS / check junk mail)
 - PRD extensions
- Preference sheet
 - Taking too long to submit (feel free to submit early)
 - Misconception that it is a contract
 - Not being specific with “Notes” column
 - Off “the path” jobs
 - EFM
 - COLO
- 9-6 months out
 - Detailing offer
 - Detailing window
 - Nom lock implications



Second Sea Duty



- Preferences
 - Shooter
 - TAO
 - Air Ops/Strike
 - Amphib (Air Dept / Safety)
 - DESRON / PHIBRON / MCMRON
 - CSG Staff
 - NAVCENT / 5th Fleet
 - 7th Fleet Staff
 - Flag Aide (NOM lock)
 - Expeditionary Mobile Base (ESB)
 - Single TMS
 - MISR
- Community fills
 - CVN ANAV/OPS Admin
 - CVW Staff
 - PERS (HSM only)
- Other jobs
 - NSW/Special Recon Team (SRT)
 - TACRON
 - ANGLICO
 - Pilot Exchange Program (PEP)
 - GSA
 - NSA Bahrain CTF-XX

****Priority is to fill operational billets at sea**



Pointers



- **Communicate** preferences to your CO/XO and detailer
- **Be honest** with your preferences – there is no right or wrong order, if you have questions ask
- **Don't plan in a bubble, ask your friends/mentors about their 2nd sea tour experience**
- **Perform!**
 - Your strength of record is important
 - HW breakout, ground jobs, quals, flights hours, deployment experience, etc. matter



Next: O-4/DH Detailing



DH Detailing Timing



- Timing and destination determined by the DH Slate
 - Lots of variables when building DH slate
 1. Your preferences
 2. Your current (i.e. 2nd Sea Tour) Job and backfill availability
 3. Talent/experience distribution
- DH Tour orders written for 27 months
 - Can be extended to 30 months at Command discretion



Post DH Detailing



- PERS-43 Goal:
 - Keep Officers competitive for promotion and career milestone
- Post DH expectations
 - #1 EP:
 - Joint Staff
 - Flag Aide Nomination
 - Community Jobs
 - Naval War College
 - #2 EP:
 - Major Staff
 - Naval Aviation Production/ WS/ Wing/ Safety
- Post DH tour orders are written for 36 per DODI 1315.18
 - Milestone screening will determine ultimate time on station.



Orders Writing Process



- Initiate (“Prop”)
- QA chop chain
 - It’s always Placement’s fault
- Intermediate stops
 - Training track
 - Completed between detaching and arriving
- Costing
- Release*
 - Based on final QA and FY funding

*Release posture normally 3-4 months out (funding dependent)



ORDMODs



- If unsure you require an ORDMOD ask your detailer
- When can ORDMODs be issued
 - After official Orders release
 - Before gained at Ultimate Duty Station
 - Anytime during training track (Class date changes, completion date shifts, addition of schools)
 - Adding Dependents to Orders (CONUS to OCONUS only)
- Be specific
 - Clearly state what needs to be changed (dates, locations, etc.)
- Once started, it takes time to go through the QA chain before ORDMOD is released, so please reach out if unable to execute your orders as written



Other Detailer Duties



- Write endorsement letters
 - CIP
 - FSEP/OLMSTED/PoIMil/PMP
- Consult with policy
- Get your entitlements arranged
- Update AQDs
 - Please don't ask for photos, FITREPS, awards, or transcripts
- PRD change paperwork
 - Routed through chain of command and Head Detailer
- Retirement/Separation/TAR/SELRES advisor



Next: Graduate Education



Graduate Education



- Various opportunities for graduate education at different points in the career path
- Carry additional obligated service requirements starting at completion of program



First Shore Tour



- **In-Residence**

- Leadership Education and Development (LEAD)
- Graduate Education Plus Teaching (GE+T) >>> Funding dependent
- Low-Residency Graduate Education Program (LGEP)

- **Distance Learning**

- Graduate Education Voucher (GEV)
 - \$40K over two FYs, \$20K limit per FY, 10-15 quotas via PERS-432J
 - Must be approved through Talent Management Board
- NPS
 - Program Management, Systems Analysis, Executive MBA Program
 - Apply directly to NPS, taught via VTC in Fleet Concentration Areas
- Naval War College Fleet Seminar Program
 - JPME I, once a week (34) in 19 locations



Second Sea Tour



- **Fleet Scholars Education Program (FSEP)**
 - 6 quotas, 1-2 year IRGE at school and program of choice
 - Focus areas of study >> 100%, Other >> \$40k/year
 - Top performing JOs or DHs with strong career potential, timing
 - PERS-43 facilitated, AIRBOSS and OPNAV N71 selected
 - 3 year concurrent OBLISERV at completion
- **Olmsted Scholar**
 - 5 quotas (any designator), 2 year program at a foreign university
 - Language fluency / DLI
- **POLMIL**
 - 8 quotas, 1 year program
 - Strategy and Poli Sci, O3-O5 min 5 years, 8 colleges



Post DH



- **War College (Navy, Army, Air Force, USMC, IMC)**
 - Masters + JPME I, 11-15 months
- **Naval Postgraduate School (NPS) - Monterey, CA**
 - Quotas normally available, managed by PERS-432J
 - Academic Profile Code (APC) determines eligibility
- **SECNAV Tours With Industry – NPC website**
 - Post-DH timeframe
 - “Internship” with major corporations designed for high-performing sailors to learn from industry and bring best practices to Navy
 - PERS-43 facilitated, CDRE recommended, AIRBOSS selected
- **FSEP/Olmsted/POLMIL**



Next: Flight Pay



Monthly Flight Pay

Aviation Incentive Pay (AvIP)—Flight Pay

Baseline Flight Pay

• YAS	Monthly Rate
• <2	\$125
• >2	\$156
• >3	\$188
• >4	\$206
• >6	\$650
• >14	\$840
• >22	\$585
• >23	\$495
• >24	\$385
• >25	\$250

Payments on the milestone rate start with DH selection

Milestone Flight Pay

• YAS	Monthly Rate
• <2	\$125
• >2	\$156
• >3	\$188
• >4	\$206
• >6	\$650
• >10	\$1000
• >22	\$700
• >24	\$450

*Return to Baseline Flight Pay after
2xFOS for Milestone (CO or Major Cmd)*

Flight Gates

Years of Aviation Service	Months of Flying	AvIP Eligibility Extended to
12	96	18 Years
18	120	22 Years
18	144	25 Years

- YAS – Starts when you check in to Primary
- MOF – Accrued while on DIFOPS orders
 - Must be assigned to DIFOPS on or before the 15th
 - Must detach from DIFOPS after the 15th of the month
- Check MOF on Officer Data Card



Options After Gate Failure



- Conditional Flight Pay
 - Must be on DIFOPS orders
 - Fly an average of 4 hours/month
 - Start request and annual FY verification through PERS-435
- Gate Waiver
 - Submitted to DASN via PERS-435
 - Submission window is one year prior to gate failure to two years after gate failure
 - If approved, waives MOF requirement to pass gate
 - Typically only approved if continuing to fly and screen for the next aviation administrative milestone (DH, ...)



AvIP/AvB



Aviation Incentive Pay (AvIP)—Flight Pay

Legacy Flight Pay

- Rigid scale tied to Years of AVN Service (YAS)
- Max of \$850/month at 14 YAS
- Not merit based—all paid same rates



Aviation Incentive Pay Today

- Pay levels by YAS discretionary
- Max up to \$1,000/month at >10 YAS
- Merit based — Paid more for serving in screened milestone assignment

Aviation Bonus (AvB)

Legacy Dept Head Bonus

- One option (5 year contract)
- Eligibility linked to MSR
- No incentives for early/longer commitment



DH Bonus Today

- Flexible options (3, 5, 7 year contracts)
- Eligibility linked to O-4 selection
- Incentivized for earlier/longer commitments

Legacy PCC Bonus

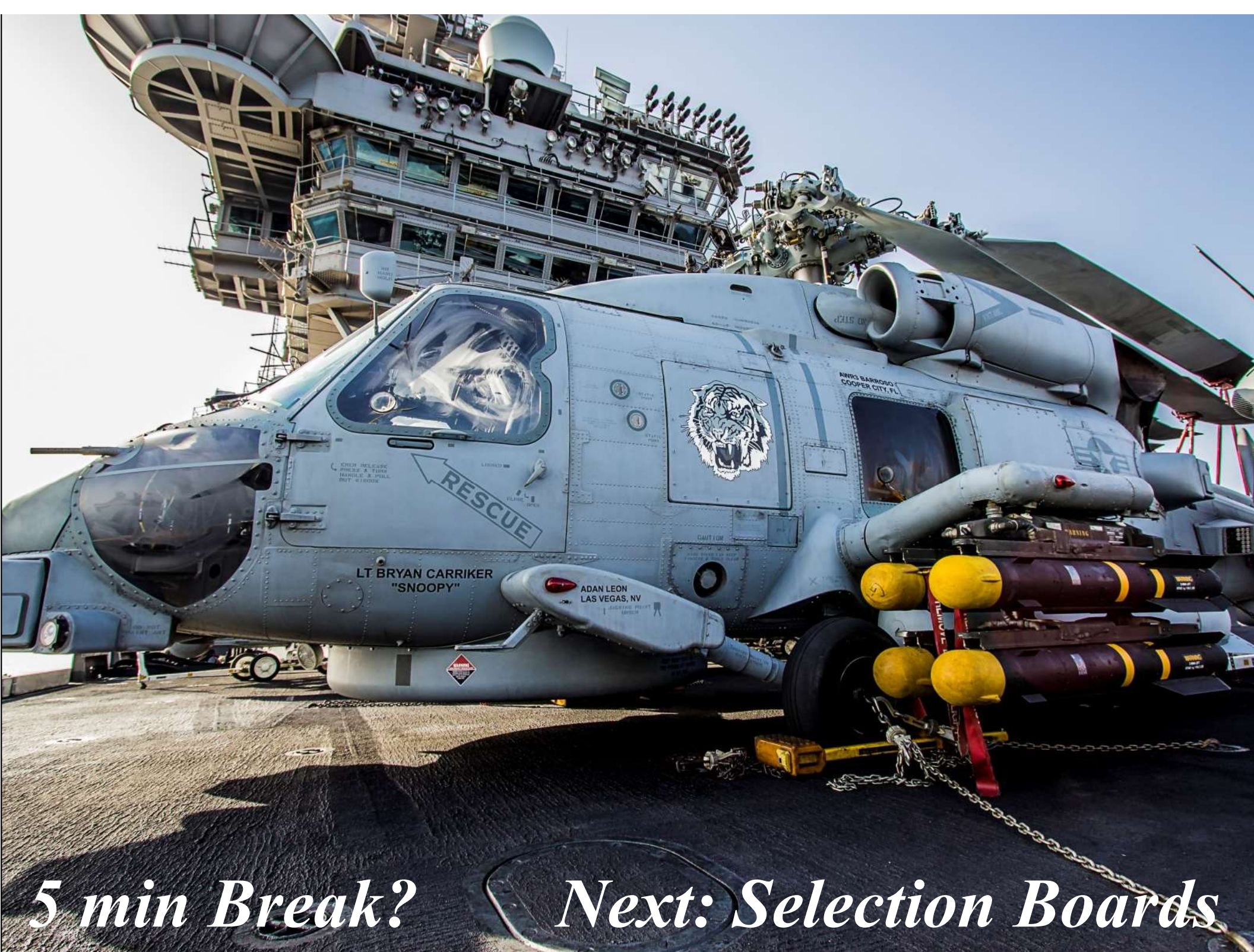
- Later commitment, not linked to PCC retention
- Value not competitive with civilian hiring options



PCC Bonus Today

- Requires earlier commitment, improved retention
- Total value increased to compete for talent

Merit-based, measured approach to retain our top talent



5 min Break?

Next: Selection Boards



Selection Boards



- **Statutory Boards**
 - **Promotions** to next Rank
 - Board Members from every community
 - You are responsible for your record
- **Administrative Boards**
 - Selection process for **career milestones**
 - Department Head, Command, Major Command
 - *Bonus Command and AV(N) coincide with AMCSB*
 - Membership limited to aviation communities

Select the best and fully qualified!



Aviation Officer Community Values



- **Aviation officers have a long training pipeline, resulting in NOB FITREPs for the first 3-4 years**
 - Aviation requires reinvestment of Aviation skills at flight training units and centers of excellence that could limit options for tour assignment diversity, when compared to other officer communities
 - Min Service Requirement retains most aviators through first O-4 board promotion opportunity
 - NA values **early graduate education opportunities**, but career timing must be closely managed
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - **Superior performance in first sea and shore tours**, attainment of initial warfare qualifications
 - NA values outstanding performance in an array of first shore tour billets...diversity of first shore tour assignments (**especially production** and test) throughout each cohort is vital to aviation community success
 - Due to excessive time to train in initial flight training, TACAIR aviators (VFA, VAQ, VAW) may not have a competitive first shore tour FITREP prior to in zone eligibility for O-4
 - Transitions into undermanned pilot communities are valued (i.e. Warfare Transition, NFO to Pilot, Inter-Service Transfer)
 - These officers may not have a competitive first shore tour assignment due to transition period
 - Due to compressed career path after winging, **graduate education frequently not possible prior to LCDR**
- **Valued achievements prior to COMMANDER**
 - **Superior performance as a DH** – OP, then OP-T sea (i.e. CG AWO, TACRON) followed by OP-T shore
 - Attainment of **advanced warfare qualifications**
 - **Graduate education** post DH is valued for top tier Officers
 - Aviators serving as OP-T DHs develop essential training production skill sets valued by Aviation
- **Valued achievements prior to CAPTAIN**
 - Superior performance as a Commanding Officer—OP, then OP-T followed by SM
 - OP-T COs lead mission essential training squadrons and afloat tactical air control units, and are highly valued. Many OP-T COs are needed as CAPTs to subsequently fill critical NAE O-6 billets as leaders aboard our nuclear Aircraft Carriers
 - SM COs are providing critical leadership vital to operational missions
 - Proven leadership in post-Command, Aviation specific community (sea duty), and/or Joint assignments
 - Graduate education post-Command is highly valued prior to CAPTAIN



Merit Reorder Considerations



- **Aviation is a large and competitive community. Those officers who are consistently recognized as top performers during both sea and shore assignments should receive first priority for merit reordering**
- **Valued achievements prior to LIEUTENANT COMMANDER**
 - Minimum requirements: Top recognized performer over consecutive tours (sea and shore assignments); advanced warfare qualifications
 - Secondary criteria: **First shore assignment in production (NAWDC, FRS, VT/HT, test)**; officers that excel in the production environment prioritized over others
 - Tertiary criteria: Top recognized performer in three qualifying assignments should receive favorable consideration over their peers; **JPME I**
- **Valued achievements prior to COMMANDER**
 - Minimum requirements: Top recognized performer in **operational department head milestone assignment**; TACAIR/ROTARY communities value longer periods of recognized performance; MARITIME communities do not discriminate by milestone duration
 - Secondary criteria: successful completion of **nominative assignments**, top recognized performer across multiple tours / reporting seniors and in community staff assignments
 - Tertiary criteria: **In-residence graduate education; IA/GSA**
- **Valued achievements prior to CAPTAIN**
 - Minimum requirements: Top recognized performer **in operational command**
 - Secondary criteria: successful completion of nominative assignments, top recognized performer at major staff assignments both afloat and ashore
 - Tertiary criteria: **In-residence graduate education**; Joint Qualified Officers



FY24 Merit Reorder



- NDAA 2019 authorized up to 15%
- O-4: 591 aviators promoted, 85 reordered (14%)
 - 55% of URL promotions, 56% of URL Merit Reorders
- O-5: 236 aviators promoted, 28 merit reordered (12%)
 - 42% of URL promotions, 34% of URL Merit Reorders
- O-6: 92 aviators promoted, 10 merit reordered (11%)
 - 43% of URL promotions, 33% of URL Merit Reorders

Identifying our top talent





JPME 1



- NAVADMIN 247/19 update to NAVADMIN 136/10
 - **JPME Phase 1 prior to assuming CDR Command at-sea**
 - CNP waiver authority, delegated to PERS-4
 - Waiver required **PRIOR** to assuming Command
 - *** ***Waivers should not be the solution*** ***
- Waiver Request Routing
 - Squadron, TYPEWING, TYCOM CoS,
 - PERS-43 (tracking) to PERS-4
- JPME 1
 - USNWC & AWC require on-line interaction
- PCC Detailing
 - Cannot attend IRGE/JPME 2 (no 2 for 1 programs)
- AMCSB eligibility requirement



ACSB Deferrals



- ACSB Exception to Policy “deferral” option
- Officers disadvantaged by zone creep after DH slate
 - Not to be used to keep an officer past the point where they should have “normally” received a high water FITREP
- Career management challenges
- **ACSB Deferral ≠ Promotion Deferral**
 - Officers with a qualifying tour that has affected career timing can request to Opt-out of a promotion board (NAVADMIN 134/23)
 - Primarily graduate education or fellowship





Officer Records



- Record maintenance is an *individual responsibility*
 - Board Assistant Recorder reviews are a courtesy
- Most common problems with records:
 - *Missing/gapped/rejected FITREPs*
 - Missing awards, qualifications, and advanced education
 - Officer Photos (SECDEF guidance, not required)
- Incomplete record may highlight lack of attention to detail
- *Board correspondence is not a permanent record fix*

It's your record. Keep it updated!

VOTE IN PROGRESS FOR:
WEEZER JOE
SSN = 123-11-0001
DESIG = 1185
CONSEC = 1418

3 4 5 6
18 13 14 15 16
18

NAME	SSN	DESIG	CONSEC	STATUS
WEEZER JOE	123-11-0001	1185	1418	IN PROGRESS
...

NAME	SSN	DESIG	CONSEC	STATUS
...

NAME	SSN	DESIG	CONSEC	STATUS
...

NAME	SSN	DESIG	CONSEC	STATUS
...

NAME	SSN	DESIG	CONSEC	STATUS
...



OSR



SAMPLE

NAVPERS 1070/123 (REV 2-77)

OFFICER SUMMARY RECORD

NAME				YQ: 97				DATE PROC: 090131 SEQ. NUM:					
SSN		FILE NO		DESIGNATOR		DATE OF BIRTH		AGE		PROF.SERV.DATE		FOR BOARD USE	
000-00-0000				1320									
CAPT		CDR		LCDR		LT		LTJG		ENS		WARRANT	
				071001		020101		991213		971213			
PRESENT DUTY STATION								PRESENT BILLET					
S CC VAW 120								STUDENT					
EDUCATION								SERVICE SCHOOLS ATTENDED					
COLLEGE		DATE/LEVEL		MAJOR		LANG. PROF		SUB-SPEC		COURSE: DATE/WEEKS COURSE: DATE/WEEKS COURSE: DATE/WEEKS			
U of A		07 MASTER		MANAGMNT				3000P					
NSU		97 BACH/1PRO		NONE RPT									
ACTIVE DUTY BASE DATE		PREVIOUS MILITARY SERVICE:		YEAR		MONTHS		HIGHEST RATE/GRADE		REMARKS			
880119		N		88		119		OS1					
				PERSONAL DECORATIONS									
				HIGHEST AWARD AIR MDL S/F 01 NAV COM 04 NAV ACHV 02									
SPECIAL QUALIFICATIONS													
1*CARAEW E2C				7 NFOTRA ATDS									
2AAWOPEREXPT				8 NFOTRA AEW									
3STRKLD GRD				9									
4(WTI)				10									
5INST CICO/C				11									
6TOPGUN GRD				12									



OSR



SAMPLE

NAVPERS 1070/123 (REV 2-77)

OFFICER SUMMARY RECORD

NAME		JONES, JOHN P		“GODFATHER”		YG: 97		DATE PROC: 090131		SEQ. NUM:			
SSN	FILE NO	DESIGNATOR	DATE OF BIRTH	AGE	PROF.SERV.DATE	FOR BOARD USE							
000-00-0000		1320											
	CAPT	CDR	LCDR	LT	LTJG	ENS	WARRANT						
			071001	020101	991213	971213							
PRESENT DUTY STATION				PRESENT BILLET									
S CC VAW 120				STUDENT									
EDUCATION				SERVICE SCHOOLS ATTENDED									
COLLEGE	DATE/LEVEL	MAJOR	LANG. PROF	SUB-SPEC	COURSE: DATE/WEEKS COURSE: DATE/WEEKS COURSE: DATE/WEEKS								
U of A	07 MASTER	MANAGMNT		3000P									
NSU	97 BACH/1PRO	NONE RPT											
ACTIVE DUTY BASE DATE	PREVIOUS MILITARY SERVICE:	YEAR	MONTHS	HIGHEST RATE/GRADE	REMARKS								
880119	N	88	119	OS1									
FDNF JOINT		PERSONAL DECORATIONS											
		HIGHEST AWARD			#1 EVERYWHERE! NFO OF THE YEAR WAR HERO WTI								
		AIR MDL S/F 01											
		NAV COM 04 NAV ACHV 02											
SPECIAL QUALIFICATIONS													
1*CARAEW E2C												7 NFOTRA ATDS	
2AAWOPEREXPT												8 NFOTRA AEW	
3STRKLD GRD													
4(WTI)													
5INST CICO/C													
6TOPGUN GRD													



PSR



NAME (LAST, FIRST, MIDDLE) SAMPLE				DESIG/RATE 1320				SSN 000-00-0000					PAGE 1 OF 2							
PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR			TRAITS					AVERAGES		PROMOTION REC					RPT TYPE
					NAME	PG	TITLE	1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP	
01	NAS OCEANA VA	NONE ASSIGNED	010798 021998	1	SKIPPER A	06	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG
01	NAVAVSCOLSOM PENS	STUDENT	031698 052598	2	SKIPPER A	05	DEPT HEAD						0.00 0.00	0 0.00	0	0	0	0	0	RG
01	TRARON TEN	STUDENT	052698 012899	8	SKIPPER A	05	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG
02	VAW 120	STUNFO	012899 031600	14	SKIPPER A	06	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG
02	VAW 122	LEG OFF	031700 022801	12	SKIPPER A	05	CO	0	0	1	3	3	4.29 4.10	15 4.17	0	0	X 3	0	0	RG
02	VAW 122	LEGAL OFF	030101 083001	6	SKIPPER A	05	CO	0	0	0	3	4	4.57 4.00	10 4.20	0	0	X 4	0	0	RG
03	VAW 122	AMO	083101 013102	5	SKIPPER A	05	CO	0	0	0	4	3	4.43 4.47	14 4.57	0	0	0	X 8	2	RG
03	VAW 122	NFO NATO PS	020102 112002	10	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.46	30 4.56	0	0	0	8	X 2	RG
03	VAW 122	NFO NATO PS	112102 013103	2	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.43	10 4.47	0	0	0	7	X 2	RG
03	VAW 122	NFO NATO PS	020103 041903	3	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.86	12 4.54	0	0	0	0	X 1	RG
03	WTU	HARP DIRECTOR	041903 013104	10	SKIPPER B	06	COMMODORE	0	0	0	4	3	4.43 4.43	166 4.27	0	0	0	X 2	1	RG
03	WTU	HARP DIRECTOR	020104 013105	12	SKIPPER B	06	COMMODORE	0	0	0	1	6	4.86 4.37	178 4.29	0	0	2	2	X 1	RG
03	WTU	HARP DIRECTOR/INST	020105 051605	3	SKIPPER B	06	COMMODORE	0	0	0	0	7	5.00 5.00	178 4.29	0	0	0	0	X 1	RG
03	VAW 114	WTI	051705 013106	9	SKIPPER C	05	CO	0	0	0	0	7	5.00 4.45	16 4.47	0	0	0	9	X 3	RG



PSR



NAME (LAST, FIRST, MIDDLE)				DESIG/RATE				SSN					PAGE 1 OF 2								
SAMPLE				1320				000-00-0000													
PG	STATION	DUTY	DATES	MOS	REPORTING SENIOR			TRAITS					AVERAGES		PROMOTION REC					RPT TYPE	
					NAME	PG	TITLE	1	2	3	4	5	IND SUM	R/S CUM	SP	PR	P	MP	EP		
01	NAS OCEANA VA	NONE ASSIGNED	010798 021998	1	SKIPPER A	06	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG	
01	NAVAVSCOLSOM PENS	STUDENT	031698 052598	2	SKIPPER A	05	DEPT HEAD						0.00 0.00	0 0.00	0	0	0	0	0	RG	
01	TRARON TEN	STUDENT	052698 012899	8	SKIPPER A	05	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG	
02	VAW 120	STUNFO	012899 031600	14	SKIPPER A	06	CO						0.00 0.00	0 0.00	0	0	0	0	0	RG	
02	VAW 122	LEG OFF	031700 022801	12	SKIPPER A	05	CO	0	0	1	3	3	4.29 4.10	15 4.17	0	0	X 3	0	0	RG	
02	VAW 122	LEGAL OFF	030101 083001	6	SKIPPER A	05	CO	0	0	0	3	4	4.57 4.00	10 4.20	0	0	X 4	0	0	RG	
03	VAW 122	AMO	083101 013102	5	SKIPPER A	05	CO	0	0	0	4	3	4.43 4.47	14 4.57	0	0	0	X 8	2	RG	
03	VAW 122	NFO NATO PS	020102 112002	10	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.46	30 4.56	0	0	0	8	X 2	RG	
03	VAW 122	NFO NATO PS	112102 013103	2	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.43	10 4.47	2/9 HBO			0	7	X 2	RG DH
03	VAW 122	NFO NATO PS	020103 041903	3	SKIPPER A	05	CO	0	0	0	1	6	4.86 4.86	12 4.54	1/8 SBO			0	0	X 1	RG DH
03	WTU	HARP DIRECTOR	041903 013104	10	SKIPPER B	06	COMMODORE	0	0	0	4	3	4.43 4.43	166 4.27	0	0	0	X 2	1	RG	
03	WTU	HARP DIRECTOR	020104 013105	12	SKIPPER B	06	COMMODORE	0	0	0	1	6	4.86 4.37	178 4.29	1/5 HBO			0	2	X 1	RG ☆
03	WTU	HARP DIRECTOR/INST	020105 051605	3	SKIPPER B	06	COMMODORE	0	0	0	0	7	5.00 5.00	178 4.29	1/7 SBO			0	0	X 1	RG ☆
03	VAW 114	WTI	051705 013106	9	SKIPPER C	05	CO	0	0	0	0	7	5.00 4.45	16 4.47	0	0	0	9	X 3	RG ☆	



The “Scattergram”



PCT / # CUM

100	3	3	100
97	3	6	97
94	2	8	94
93			93
91	3	11	91
87	2	13	87
83	3	16	83
80			80
77			77
74	5	21	74
71	6	27	71

PCT (Confidence Score)

The “Scattergram”

	# PCT / # CUM				
<i>Tentatively Select</i>	100	3	3	100	
	97	3	6	97	
	94	2	8	94	
	93			93	
<i>Remove From Consideration</i>	91	3	11	91	“Crunch” 8 records to select 4
	87	2	13	87	
	83	3	16	83	
	80			80	
	77			77	
	74	5	21	74	
	71	6	27	71	
PCT (Confidence Score)					



Board Takeaways



- Maintain Your Rec
 - ***OSR/ODC/PSR = Knee Board Pack***
 - FITREP / Qualifications / Awards
 - Missing noticed by members
 - Detach FITREPs eliminate HW FITREP ambiguity
- Electronic Submission of Selection Board Documents
 - BOL Electronic submission NLT 10 working days prior
 - PERS-8 facilitates STAT boards
 - *****PERS-43 cannot help*****

Your Participation at both Admin and Statutory Boards is essential!



Next: Wrap Up



Wrap Up



- Detailers are here for you!
- Communication is key
- Keep your record up-to-date. Be aware of when you are eligible for STATUATORY and ADMIN Boards
 - MyNavyHR.navy.mil: Great resource
- Milestone screening remains competitive
- See back matter for Aviation Community health stats and outlooks!

Questions?





PERS-43 Team



- Assignment Officers (“Detailers”)
 - Initial Helicopter Shore: **LCDR Nate “Puddles” Willard**
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 - Helicopter Second Sea: **LCDR Thomas “BJ” Mennerich**
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 - Helicopter DH/O4 Shore: **LCDR Mike “Bam Bam” Vaughn**
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- Placement Officers
 - HSM/CNAF: **LCDR Tim “Heels Boyce / LCDR W. W. “Wick” Hobson**
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 - HSC/HM/HT/TACRON: **LCDR Mark “Grumpy” Trask**
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 - VRC/VRM: **LCDR Lindsay “Mandles” McCammond**
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- Aviation Incentive Pay / Aviation Bonus
 - **LT Natasha “No\$ie” Reyes**
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